



Bryan ISD Plan for Implementation of Teacher Certification Requirements

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Bryan Independent School District does not discriminate on the basis of race, age, religion, color, gender, national origin, or disability in providing education or providing access to benefits of educational services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and Section 504 of the Rehabilitation Act of 1973, as amended and Title II of the Americans with Disabilities Act.

Bryan ISD Vision, Mission, and Board Goals

Vision

Children First. Always.

Mission

Bryan ISD, through innovation and choice in educational offerings, will provide positive experiences that ensure high school graduation and post-secondary success.

Board Goals

1. Academic Goal: Support the academic and post-secondary success of every student.
2. Culture/Climate Goal: Foster and sustain a comfortable culture and climate that encourages a shared responsibility for a positive learning environment that encourages experiences in academic, extracurricular, and service activities.
3. Workforce Goal: Recruit and retain a high-quality workforce through competitive benefits, differentiated professional learning; providing appropriate resources and support to ensure a positive working environment.
4. Community Engagement Goal: Actively partner with students, families, staff, and the community, including post-secondary institutions, to promote collaborative stakeholder engagement to achieve the district's vision.
5. School Safety and Security Goal: Ensure a physically and emotionally safe and secure learning environment while welcoming all students, families, staff, and the community.
6. Business & Finance Goal: Enhance financial stability and operational effectiveness to strengthen overall district outcomes, while ensuring transparent communication with internal and external stakeholders.

Background Information

House Bill 2 (HB 2) passed during the 89th Texas Legislature, Regular Session, 2025, and was signed into law by Governor Greg Abbott. Per TEC, §21.003, a person may not be employed as a teacher, teacher intern or teacher trainee, librarian, educational aide, administrator, educational diagnostician, or school counselor by a school district unless the person holds an appropriate certificate or permit issued as provided by Subchapter B, which includes any State Board for Educator Certification issued certificate (intern, probationary, standard, or enhanced standard) or emergency permit for the subject area and grade level. Information regarding the appropriate certificate for a given personnel assignment can be found in 19 Texas Administrative Code (TAC) Chapter 231, Requirements for Public School Personnel Assignments.

Many districts, including Bryan ISD, have chosen to exempt themselves from this certification requirement and hire uncertified individuals through an approved DOI plan. According to the *Uncertified Teachers by District/School System Report* published by the TEA, Bryan ISD employed 211 uncertified teachers for the 2024-2025 school year. To date, for the 2025-2026 school year, Bryan ISD currently employs 198 uncertified teachers, of which 114 are designated as Core Content Teachers, and 34 of those teachers are designated as CTE Teachers.

HB 2's new TEC, §21.0032, now limits districts' ability to include exemptions from some certification requirements under TEC, §21.003, in their DOI plan. These limitations phase in over the next three academic years, as referenced in the table below. Non-foundation subjects, such as Career and Technical Education, Fine Arts, and Languages Other Than English, are not affected by the new legislation and can continue to be addressed through the district's District of Innovation Plan.

Academic Year	Educator Certification Restrictions - HB 2 Implementation
2025-2026	District maintains the currently approved DOI plan, which may include exemptions from TEC, §21.003
2026-2027	EC-5 reading and mathematics teachers must be fully certified; DOI plan exemptions from TEC §21.003 are still allowable for other grade levels and subjects
2027-2028	All foundational subject teachers (i.e., English language arts/reading, math, science, and social studies) in any grade level must be fully certified; DOI plan exemptions from TEC §21.003 are still allowable for non-foundational subject teachers

Additionally, under HB2, the TEC § 21.0032 authorizes the TEA Commissioner of Education to approve district requests to delay implementation of certification requirements of existing uncertified teachers of record in foundation curriculum courses until the beginning of the 2029-2030 school year.

Bryan ISD Plan for Implementation of Teacher Certification Requirements

The purpose of this plan is to outline Bryan ISD's process for supporting teacher candidates who meet the district's instructional standards and professional expectations, which would delay teacher certification requirements until the 2029-2030 academic school year. This plan ensures that all teachers maintain compliance with state and district requirements while promoting continuous professional growth and effective classroom instruction.

Bryan ISD has partnered with the Educator Preparation Program (EPP) *Teachers of Tomorrow*. This EPP partnership allows Bryan ISD access to an interactive dashboard to assist in tracking certification candidates' progress to ensure all state and district compliance standards are being met. Additionally, Bryan ISD has teachers working to gain certification through other EPP's such as iTeach, Teachworthy, and also through traditional university programs (i.e. Sam Houston State University, Lamar University, etc).

Bryan ISD will ensure year-to-year reductions in uncertified teachers assigned to foundation curriculum courses until full compliance is achieved by the 2029–2030 school year. The district's Human Resources Department maintains continuous communication with these teachers, monitoring enrollment, exam completion, and certification status.

To ensure every student is educated by a highly qualified educator, Bryan ISD is committed to innovative staffing initiatives that prioritize the recruitment and retention of fully certified teaching professionals. Current strategic staffing efforts include:

- Partnering with the Bryan ISD Education Foundation to provide funding for selected professionals and paraprofessionals to earn certification (Approx \$260K awarded in Spring 2025)
- Application for the TEA LASO Cycle IV
 - Preparing and Retaining Educators through Partnership (PREP): Program Allotment
 - Preparing and Retaining Educators Program (PREP) Allotment: Grow Your Own (GYO) Program
 - Preparing and Retaining Educators Program (PREP) Allotment: Mentorship Program
- Application for the TEA Pipeline to Leadership (P2L)

The following implementation timeline details the strategic plan for Bryan ISD to ensure all core subject teachers achieve full certification by the 2029-2030 academic year. This implementation timeline includes key actions that revolve various departments in Bryan ISD, including School Leadership, Human Resources, and Curriculum & Instruction.

Timeline for the Delay of Implementation of Teacher Certification Requirements

Timeframe	Key Actions
2025-2026	Enrollment & Assessment Phase: All currently employed, uncertified foundational core subject teachers must enroll in an accredited EPP before March 2, 2026. Foundational subjects include ELAR, Mathematics, Science, and Social Studies.
2026-2027	Internship Certification: Teachers employed in 2025-2026 and returning for the 2026-2027 school year must be on track to earn internship certification by March 31, 2027. New hire candidates may not be hired for a teaching assignment for the 2026-2027 school year unless they are enrolled in an accredited EPP and are in a certification pathway that aligns with the teaching assignment. All EC-6 core subject teachers must earn internship certification by March 31, 2027.
2027-2028	EC-6 Full Certification: All EC-6 foundational core subject teachers must achieve full state standard certification by March 31, 2028. All 7-12 foundational core subject teachers must earn internship certification by March 31, 2028.
2028-2029	7-12 Full Certification: All 7-12 foundational core subject teachers must achieve full state standard certification by March 30, 2029.
2029-2030	Full Certification: All foundational core content teachers must achieve full state certification by the beginning of the school year.

Additional Information

08.21.25 TEA TAA Correspondence - [HB 2 Implementation: New Certification Requirements and Incentives for Uncertified Teachers](#)

10.16.25 TEA TAA Correspondence - [HB 2 Implementation: New Teacher Certification Requirements Update](#)

XX.XX.2026 - Date of approval by the Bryan ISD Board of Trustees